

# Apprenticeship Update

Alberta



Apprenticeship and  
Industry Training

News from the Alberta Apprenticeship and Industry Training Board

Spring/Summer 2005

## New designated occupations help meet industry needs



Advanced Education Minister Dave Hancock (third from left) presents the first five certificates at the Alberta Legislature on April 11.

On January 1, 2005, Oil and Gas Transportation Services and Well Testing Services Supervisor became Alberta's newest designated occupations. Applications for provincial certification in these occupations are now being accepted.

"The trades and designated occupations are vital to Alberta's economic success, and designating these occupations identifies them as viable and desirable career options for Albertans," said Advanced Education Minister Dave Hancock, who presented the first five certificates at an event on April 11. "With a clear picture of the skills they need to succeed in these fields, people can make long-term plans for their learning and career paths."

Thanks to the work of the Petroleum Services Association of Canada and the Petroleum Human Resources Council of Canada, the occupations were expanded to include:

- |  |   |
|--|---|
| <b>Oil and Gas Transportation Services</b> | <b>Well Testing Services Supervisor</b> |
| • Swamper                                  | • Supervisor Level Three                |
| • Supervisor                               | • Supervisor Level Four                 |
| • Bed Truck Operator                       | • Supervisor Level Five                 |
| • Multi-wheel Truck Operator               |   |
| • Bull Haul Truck Operator                 |   |
| • Winch Tractor Operator                   |   |

"We're extremely excited about this program and the many benefits it offers the industry," said Cheryl Knight, executive director and CEO of the Petroleum Human Resources Council of Canada. "With industry demand for skilled workers at an all-time high and growing regulatory and public expectations about the performance and safety of the upstream petroleum industry, these standards are more relevant to the needs of industry than ever before."

For more information or to apply for certification, contact your local apprenticeship and industry training office.

## Breaking News

Participants at the Construction Association Owners of Alberta (COAA) Best Practices XIII Conference held May 17 and 18 in Edmonton were provided with a comprehensive forecast of workforce supply and demand for 2005 - 09. Although the forecast suggests that the supply of workers, while tight, will be able to meet most of the demand for most of the trades with shortages only occurring at peak periods, it may be overestimating the number of workers who will actually be prepared to "work mobile" on remote northern sites. Industry was encouraged to develop innovative ways of attracting workers to these sites and retaining them to avoid facing even more shortages on these remote projects than is forecast in the report. The forecast is available at [www.coaa.ab.ca](http://www.coaa.ab.ca) in the Library.

## Message from the Minister of Advanced Education

Alberta's centennial year is a fitting time to reflect on the accomplishments and milestones that this province and its people have achieved. There is no better way to celebrate the province's last 100 years than by investing in its next century.

Government has made it clear that advanced education is its number one priority this year. The initiatives our government is undertaking to support higher learning covers the entire spectrum of advanced education — including apprenticeship programs. The 60,000 spaces we plan to add into the system by 2020 will be in apprenticeship programs, technical institutes, and literacy programs as well as universities and colleges.

The \$3-billion Access to the Future Fund will support initiatives in rural and smaller centres as well at Alberta's universities and colleges. We're focused on the entire system of advanced educational opportunities, whether it's technical, academic, or life-long learning.

As the Minister of Advanced Education, my goal is to work with all partners and stakeholders to create an advanced education system where every qualified and motivated Albertan can participate. It is about inspiring Albertans to make the most of their potential, in whatever way they are gifted. And this includes training and careers in the trades.

Since I became the Minister of Advanced Education, I have had the pleasure of meeting many outstanding and committed individuals in the apprenticeship and industry training system. Each of you plays a vital role in the prosperous future of the province.

Alberta has a great advanced education system. I look forward to working with the partners and participants in the apprenticeship and industry training system and other stakeholders to make the system even better.

Dave Hancock, Q.C.  
Minister



Minister Dave Hancock

## Half-million dollars in expanded RAP scholarships

This year, 500 Registered Apprenticeship Program (RAP) Scholarships of \$1,000 will be available for students who are graduating from high school, are registered apprentices and plan to continue their apprenticeship training after graduation. The deadline to apply for a RAP Scholarship is June 30, 2005.

In 2001, the Alberta Apprenticeship and Industry Training Board, in partnership with industry and the Alberta government, created the RAP Scholarships. Since then, 50 RAP Scholarships of \$1,000 each have been awarded annually. On April 25, 2005, the Alberta government announced that 450 additional scholarships are available this year to further recognize the accomplishments of RAP students and encourage them to continue their apprenticeship training.

Applications for RAP Scholarships are available from [www.tradesecrets.org](http://www.tradesecrets.org) or from any apprenticeship and industry training office.

### Additional Scholarships for Apprentices

Apprentices who completed their first or subsequent period apprenticeship and industry training exam between August 1, 2004, and July 31, 2005, may be eligible for an Alberta Apprenticeship and Industry Training (AIT) Scholarship. The deadline to apply for an AIT Scholarship is July 31, 2005.

Applications for AIT Scholarships are available from [www.tradesecrets.org](http://www.tradesecrets.org) or from any apprenticeship and industry training office.



## Employers recognized for commitment to apprenticeship system

### Talking with ... Recipients of Alberta's Employer of the Year Award for 2004

Employers play a major role in the success of Alberta's apprenticeship and industry training system. To formally recognize exceptional employers, the Alberta Apprenticeship and Industry Training Board presents an award of excellence each year to two employers – one from the northern part of the province and one from the south. Recipients are chosen based on their success at hiring and training apprentices, and their participation in activities that encourage people to enter the trades. The latest recipients of the award are Cycle Works Ltd. in Edmonton and Quinn Contracting Ltd. in Blackfalds.

Cycle Works Ltd. has been providing repair services for motorsports equipment for 25 years. The business employs more than 40 staff. "We are honoured to be recognized with this special award," said owner Don Galloway. "Apprenticeship training in Alberta for the motorsport industry has created value in the careers of our technicians and we are happy to do our part to contribute to the system."

Cycle Works helps ensure the success of their apprentices by providing strong supervision during on-the-job training and offering financial support for their apprentices while they are attending technical training. They also work closely with local high schools to promote the apprenticeship system through career fairs and other events, and provide work experience opportunities through the Registered Apprenticeship Program (RAP), allowing high school students to begin a career in the trades while attending high school.

Quinn Contracting Ltd. has been training staff for oil, gas and petrochemical producers in Western Canada since the company was created in 1970. The company trains apprentices in the steamfitter-pipefitter, welder, electrician, instrument technician, millwright, insulator and carpenter trades. Their average number of employees ranges between 600 and 700 on a year-round basis, with a seasonal peak of 1,200 employees between May and September.

Like Cycle Works, Quinn Contracting consistently trains apprentices and encourages long-term employment with their company. In addition to promoting the trades at local high school career fairs, they too provide opportunities for young people in the community by training apprentices through the RAP program. "Apprentices bring a great energy to what we do because they are young and enthusiastic," said George Van Dorp, operations/service coordinator.

Both companies appreciate the recognition and look forward to continuing to work with apprentices. "Receiving this award confirms our belief that apprentices are the future of our business," said George. "We need to pass on our skills to maintain what has been established in the trades, and we see the apprenticeship training system as an excellent way to do this."

### Instructors receive top marks from apprentices

#### Spotlight on ... David Paré and Frank Pawlak, Alberta's Top Instructors for 2004

Instructors of apprenticeship technical training classes play a major role in the success of apprentices. Each year the Alberta Apprenticeship and Industry Training Board recognizes two exceptional instructors – one from the northern part of the province and one from the south – with the Top Instructor Award. David Paré, an electrician instructor at the Northern Alberta Institute of Technology (NAIT), and Frank Pawlak, a carpenter instructor at Lethbridge Community College, received the honour for 2004.

David Paré, a journeyman electrician, has been an instructor at NAIT for the last three years. Prior to that, he spent 20 years doing commercial, industrial and residential electrical work. David earned praise from his apprentices for being "an outstanding instructor with an amazing understanding of the electrician trade." One apprentice described David this way: "I have had many teachers through my 39 years of life but none with the teaching abilities that Mr. Paré possesses. It has been an honour to become a journeyman electrician under his instruction."

Frank Pawlak is a certified carpenter who has been an instructor at Lethbridge Community College for the last 15 years. Before teaching, he worked in light-commercial construction. Nominators described Frank as "knowledgeable, approachable and positive." In the words of one apprentice: "Frank is a model for every apprentice out there. He is someone who we all looked up to and will continue to look up to."

David and Frank are thankful for the support they continue to receive from their co-workers, staff at apprenticeship and industry training offices around the province, members of the local and provincial apprenticeship committees, and the Board. "Without their support, this could not have happened," said David.

#### Nominate your instructor

If you are an Alberta apprentice attending a college or technical institute, you are eligible to nominate an instructor who provides apprenticeship technical training funded by Advanced Education. This includes instructors in theory, shop or a combination of both. Tell us why your instructor deserves this special recognition. For more information or to request a nomination form, contact your nearest apprenticeship and industry training office or your local institute or college. A downloadable form is also available at [www.tradesecrets.org](http://www.tradesecrets.org). The deadline for nominations is December 1, 2005.

## Did you know?

Alberta Apprenticeship and Industry Training was recognized in November 2004 in Toronto with the Award of Excellence for "Program of the Year" at the Yves Landry Foundation's annual STARS Technological Education Awards. These national awards recognize those individuals and organizations that best exemplify the vision of the late Yves Landry, Chairman, President, and CEO of Chrysler Canada (1990 – 1998), in forging a link between business, education, and government, and promoting technological education and skills training in order to meet industry's future demands for skilled tradespeople.

## Alberta Salutes Excellence in the Apprenticeship System

Each year the Alberta Apprenticeship and Industry Training Board recognizes the Top Apprentices, Employers of the Year and Top Instructors.

Congratulations to this year's award recipients.

### EMPLOYER OF THE YEAR AWARD OF EXCELLENCE

The recipients of the Employer of the Year Awards of Excellence demonstrate a unique commitment to training apprentices and investing in Alberta's apprenticeship and industry training system. These employers are exceptional for their contribution to the system, their reputation as a training employer and investment in learning.

Congratulations to:

CYCLE WORKS LTD.  
Edmonton

QUINN CONTRACTING LTD.  
Blackfalds

### TOP INSTRUCTOR AWARDS

Technical training instructors have a significant impact on the success of individual apprentices.

Recipients of the Top Instructor Award have performed beyond requirements and demonstrated exceptional encouragement and support of apprentices in their classrooms.

Congratulations to:

DAVID PARÉ  
Electrical Instructor  
Northern Alberta  
Institute of Technology

FRANK PAWLAK  
Carpenter Instructor  
Lethbridge Community College

### TOP APPRENTICES

The recipients of the Top Apprentice Award achieved the highest combined mark in their apprenticeship program and received a strong recommendation from their employer in their final year of training.

TRADE	APPRENTICE	CITY	EMPLOYER
Appliance Service Technician	Mark Borzel	Grand Prairie	Superior Appliance
Auto Body Technician – Auto Body Prepper	Steven Scheers	Ardrassan	Paul and Mike's Autobody
Auto Body Technician – Auto Body Refinisher	Christopher Harach	Spruce Grove	Grove Collision Repairs Ltd.
Auto Body Technician – Automotive Service Technician	Michael Nichol	Calgary	Assured Auto Body Inc.
Baker	Jeremy Peters	Sexsmith	Northgate Honda & Leisure Products
Boilermaker	Christopher Jones	Calgary	City Bakery
Boilermaker	Mark Fenton	Edmonton	Boilermakers Apprenticeship Administration Agency
Bricklayer	Michael Caforio	Edmonton	Scorpio Masonry (Northern) Ltd.
Cabinetmaker	Cameron Fahr	Milk River	The Furniture Works
Carpenter	Peter Frossa	Red Deer	Shunda Consulting & Construction Management Ltd.
Communication Technician	Shane Higginson	Calgary	Telus Communications
Concrete Finisher	Joseph Tait	Calgary	Lafarge Construction Materials
Cook	Jennifer Douglas	Turner Valley	Calgary Petroleum Club
Crane and Hoisting Equipment Operator – Mobile Crane	Dustin Schmidt	Vegreville	Northern Crane Service
Crane and Hoisting Equipment Operator – Wellhead Boom Truck	Kevin Pearce	Lacombe	Slinger Inc.
Crane and Hoisting Equipment Operator – Medium Boom Truck	Lyle Arnold	Edmonton	Stylr Arnold Welding
Crane and Hoisting Equipment Operator – Heavy Boom Truck	Kevin Hayduk	Drayton Valley	Heck's Trucking Oilfield Hauling Ltd.
Electrical Motor Systems Technician	Axel Doeppel	Hinton	Panther Control Ltd.
Electrician	Warren Rowland	Castor	Pyramid Electric Corporation
Electronic Technician	David Eila	Calgary	Enmax Calgary's Electric System
Gasfitter – 1st Class	Robert Krahn	Wetaskwin	Magnum Mechanical Systems Ltd.
Gazier	Ryan Adam	Edmonton	Cantech Glass Contracting Inc.
Hairdresser	Shilo Brade	Barhead	Beauty Bound
Heavy Equipment Technician	Kenneth Livingstone	Sexsmith	Union Tractor Limited
Heavy Equipment Technician – Heavy Duty Equipment Mechanic (Off Road)	Ryan Ward	Edmonton	Simson – Maxell
Heavy Equipment Technician – Truck and Transport Mechanic	Dale Cowan	Edmonton	First Truck Centre
Heavy Equipment Technician – Transport Trailer Mechanic	Corey Kirchner	Gum	Edmonton Trailer Repair Ltd.
Instrument Technician	Stephen Rutherford	Grande Prairie	Pronghom Controls
Insulator	Darcy Paul	Red Deer	Quinn Construction Ltd.
Ironworker	Patrick Bodnarak	Edmonton	Ironworkers Apprenticeship Administration Agency
Ironworker – Metal Building	Justin Sygulski	Red Deer	Steel Struc Erectors Ltd.
Landscape Gardener	Helen Yuen	Calgary	Edenescapes
Lather Interior Systems Mechanic	Shawn Kollin	Calgary	Alpine Drywall Calgary Ltd.
Locksmith	Carl Getzinger	Stony Plain	Parkland School Division #70
Machinist	Brent MacDougall	Whitecourt	Crawford Machinery Ltd.
Millwright	David Reithmayer	Vegreville	Kon's Welding Ltd.
Motorcycle Mechanic	Donald Webb	Drayton Valley	Stetson Motors 2000 Ltd.
Painter and Decorator	Jacob Kirkland	Calgary	Calgary Zoo
Parts Technician	Richard Dayman	Calgary	Burnco Rock Products Ltd.
Plumber & Gasfitter – 2nd Class	Andrew Nyberg	Edmonton	F&D Mechanical Services Ltd.
Power Lineman	Jason Richards	Red Deer	City of Red Deer
Power System Electrician	Bradley Coleman	Cochrane	Enmax Calgary's Electric System
Recreation Vehicle Service Technician	Warren Thunstrom	Red Deer	Woody's R.V. World
Refrigeration and Air Conditioning Mechanic	Tyson Frank	Canmore	Heat/Cool Refrigeration
Rofer	Lowell McNichol	Calgary	Sunk Roofing
Sawfitter	Russell Peters	High Level	Tolko Industries Ltd.
Sheet Metal Worker	Robert Mulder	Lethbridge	Kodiak Mechanical Contractors Ltd.
Sprinkler Systems Installer	Cory Harder	Lacombe	Upper Valley Fire Protection Ltd.
Steamfitter – Pipefitter	Aaron Landers	Drayton Valley	Flint Field Services Ltd.
Structural Steel and Plate Fitter	Duane Simpson	Sherwood Park	Park Capital Steel Inc.
Tilesetter	John Linnert	St. Albert	John Grayson Contracting Inc.
Transport Refrigeration Technician	Sean Callaghan	Calgary	Thermo King Western (Canada) Inc.
Welder	Ryan Frederiksen	Redcliff	Hranco Welding Services 1991 Ltd.

[www.tradesecrets.org](http://www.tradesecrets.org)





# Apprenticeship Update

Alberta



## Special Edition: Women in the Trades

### Helping Women Build Careers in the Trades

#### Spotlight on ... Women Building Futures

Women Building Futures, an Alberta-based, non-profit organization, has helped many women get their start in the trades — and they're showing no signs of slowing down. "Our goal is to attract more women into the construction trades, provide training that meets the needs of women and industry, and offer mentorship and long-term support for women in the trades," said Executive Director JudyLynn Archer.

One way the organization does this is through its 14-week Journeywoman Start Program. The program prepares women for apprenticeship positions in the construction and mechanical trades by teaching them basic construction skills, safe operating procedures, first aid and problem-solving skills. Worksites tours, guest speakers and a work experience component are also part of the training.

Kari Gawryletz, a first-year plumber apprentice, completed the program at the end of March. She was immediately hired by Ye Olde Plumber in Edmonton, where she worked during her two-week work experience placement. "The Journeywoman Start Program is great because it opens doors for women in the trades," said Kari. "You get hands-on work experience and safety training that really helps prepare you for working on a job site."

#### Did you know?

- 95 per cent of the women who have graduated from the Journeywoman Start Program have been successful in finding and keeping work in construction and related trades.
- 60 per cent of Women Building Futures clients are Aboriginal.

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### Aboriginal apprentice learns recipe for success

#### Talking with ... Marlene Cardinal, cook apprentice and recipient of the 2004 Encana Corporation Aboriginal Scholarship

For cook apprentice Marlene Cardinal, hard work and a willingness to learn new things have proven to be a recipe for success. This summer she will begin the third year of her apprenticeship technical training at Portage College where she continues to score at the top of her class.

In October 2004, Marlene was recognized with the Encana Corporation Aboriginal Scholarship, one of Alberta Apprenticeship and Industry Training's Family of Scholarships. The scholarship is awarded each year to one Alberta apprentice or trainee that excels in his or her trade or designated occupation.

A strong promoter of the trades, Marlene believes there will always be a need for cooks, electricians, carpenters and other tradespeople. She encourages women to consider a career in the trades, and, to help with the costs of the training, she recommends looking into the scholarships and grants that are available. "A lot of Aboriginal women I know are too shy or too insecure to apply for scholarships. They have the knowledge and the ability but I think many of them don't think they could win. I used to be like that but not anymore," she said.

In addition to submitting an application form for the scholarship, apprentices and trainees must write a few paragraphs describing why they chose their trade or occupation and how the scholarship will benefit them as they continue their training. Marlene feels the letter she wrote played a major part in why she received the award so she encourages other women to spend time writing a strong letter. "It doesn't hurt to try," she said, "especially when the result could be a scholarship. The money can certainly be a big help, but more than that, winning can be a real confidence-booster, which is something we all can appreciate."



Marlene Cardinal

### Message from the Board Chair

With Alberta's current demand for skilled workers, it's no secret we need to look for opportunities to recruit new people into the trades. Women can certainly help fill these jobs and as Chair of the Alberta Apprenticeship and Industry Training Board, I am committed to doing whatever I can to help make this happen.

The trades were once considered "man's work" but things are changing. Women recognize that the trades offer good pay, rewarding work and flexible hours — and they want to be part of it.

Employers are also seeing the benefits of hiring women. We often hear employers say their female employees pay attention to detail, have excellent organizational skills and relate well to customers.

In this insert, you'll find articles about successful women tradespeople, business owners and apprentices, as well as organizations that are helping to encourage women to enter the trades. We are also including tips for employers who would like to recruit women to fill their job openings. Those of us working in the trades know about the rewards that come with our work. Let's share these rewards with women and help make our apprenticeship system stronger at the same time.

I hope you enjoy this insert, and wish you a relaxing summer ahead.

*Shirley Hickey*

Board Chair

### Construction Owners Association of Alberta's women in construction initiative



The Construction Owners Association of Alberta (COAA) is continuing its work on an initiative to create more jobs for women in the construction industry. The initiative, known as Opportunities for Women in Construction, is designed to promote the construction industry to women as a challenging and rewarding career option, and to create more construction jobs for women in response to industry's demand for skilled labour. "More and more construction owners and employers are recognizing that increasing the number of women in the trades will be an important factor in addressing the demand for skilled tradespeople," said Hugh Tackaberry, chairman of the Workforce Development subcommittee working on the initiative. "The Opportunities for Women in Construction initiative can certainly help in this area, and we look forward to our continued progress."

With women currently making up less than three per cent of the construction trades in Alberta, the COAA is working with other organizations and government on a number of projects to encourage more women to pursue a career in the trades. The first part of their plan is to establish commitments from employers to hire women.

Other initiatives the committee is working on include improving construction worksites for women and providing on-site support. Developing media campaigns to promote the trades to women and exploring opportunities to team up with organizations committed to increasing the number of women in the trades are also part of the plan. "Helping to connect employers with leading-edge initiatives such as Women Building Futures is an important role that the COAA Opportunities for Women in Construction Committee may be able to fill," said Hugh.

For more information about the Opportunities for Women in Construction initiative, visit the COAA website at [www.coaa.ab.ca](http://www.coaa.ab.ca).



## Former RAP scholarship winner speaks at awards ceremony



Anita Visscher's welding career is continuing to heat up, thanks in part to the Registered Apprenticeship Program (RAP). Now in the second year of her apprenticeship training, Anita shared her experiences with RAP scholarship recipients at the ceremony held in Edmonton in October 2004.

"Without RAP, it would have been very difficult for me to get a start as a welder," Anita told the recipients. "The program gave me a reason to stay focused and complete high school. I was able to leave high school with a diploma and a full year of apprenticeship training hours."

But it wasn't always easy. When Anita began working in the welding trade, she started at the bottom of the ladder and worked her way up.

Anita explained how it's normal to have to do the sweeping and the other menial tasks when you first start in the trades. "I guess it's not very surprising, but it's a real hurdle when you're sure that you can do whatever the journey person over there is doing," she said. "Be patient, and remember that when you've been with the company awhile, they will eventually bring in someone newer than you ... and you'll no longer be the shop gopher. Until then, don't be surprised or disappointed if they continue to expect you to handle the smaller tasks. And don't be insulted. It's all a part of the job."

Anita's plans for the future are to earn her certification as a welder, continue to weld, and one day become a welding instructor. "I'd like to be an influence on young people who are unsure and need a kick in the pants to get their lives and careers on track," she said.

The former RAP scholarship winner concluded her speech to the latest recipients with the following advice. "Set reasonable goals that are achievable, and stay focused on those goals. Don't let anyone look down on you because you are young. Set the standards in your shop for other apprentices to live up to, and be proud of your accomplishments and the fact that you're learning a new skill. Always give the job you're doing a 110 per cent effort, and most of all, learn from your mistakes and don't get down on yourself if you have to fix a mistake. It's only a mistake if you don't learn from it."

## Employers recognize benefits of hiring and training women

Talking with ...  
Employers Janet Plante,  
Ray Massey and  
Rob Pangrass

More and more employers of tradespeople are seeing the rewards that come with hiring women and training them for long-term employment. Just ask Ray Massey, president of Ray-Nor Painting & Decorating Ltd. in Calgary. Currently, 30 per cent of Ray's workforce is made up of women, including seven journeyperson painters and decorators, and three apprentices. "I feel it is important to explore non-traditional sources for the trades because we need to ensure there is an adequate workforce, now and into the future," he said.

Janet Plante, general manager and co-owner of Davco Machine Ltd. in Grande Prairie, feels the same way. She currently employs two women journeypersons, a welder and a machinist, and says they bring skills comparable to their male counterparts. Although not a certified tradesperson herself, Janet sees many benefits for women in the trades and for the employers who hire them. "The trades are an excellent opportunity for women to earn a good wage," she said. "And as an employer, we see great value in hiring and training women tradespeople."

For Rob Pangrass, president of Western Truck Body in Edmonton, it's about hiring the best person for the job, regardless of gender. "We look at the job description and the person applying and view them as a candidate — not as male or female. Then we hire the person with the best experience, attitude and who is most willing to learn," he said.

Ray, Janet and Rob encourage employers who may be hesitant about training and hiring women to give it a try. "Women can offer new perspectives, new approaches and a fresh outlook," said Janet. "And while they may bring challenges to some employers, quite often, they force a workable approach to balance in the workplace offering far more than they take away."

It's all about keeping an open mind, adds Ray. "I encourage all employers to consider training and hiring women because they are such a valuable asset in business. They are equally competent, responsible, and hard-working, so if you're having a hard time finding skilled qualified tradespeople, why not try hiring a woman? We need qualified people in all trades, and women are more than capable of fulfilling this role," he said.

Are you an employer who would like to hire women tradespeople but you're not sure how to recruit them? Read on.

- Contact Women Building Futures, an organization that helps women get their start in the trades. Employers can post job openings on the organization's Job Board and explore other ways to connect with women interested in working in the trades. Call (780) 452-1200 or visit [www.womenbuildingfutures.com](http://www.womenbuildingfutures.com).
- Contact Skills Canada Alberta about setting up a booth to promote your company, your job openings and your training opportunities. Junior and senior high school students attend the events as well as young women who visit the Young Women Exploring the Trades and Technologies Conference. Call (780) 493-2630 or visit [www.skillsalberta.com](http://www.skillsalberta.com).
- Contact the Construction Owners Association of Alberta to sign on with the Opportunities for Women in Construction Initiative. Part of the initiative includes getting commitments from employers who are willing to hire women to fill jobs. Call (780) 420-1145 or visit [www.coaa.ab.ca](http://www.coaa.ab.ca).
- Contact your local high school to see if any young women would be interested in receiving training from your company in the Registered Apprenticeship Program (RAP).
- Attend career fairs at local high schools or post-secondary institutions to advertise your job openings and training opportunities.
- Put an advertisement in your local newspaper or on your website.
- Contact your local apprenticeship and industry training office.



## Automotive Service Technician Speaks at conference for young women



Deanna Barth is proud to be a role model for young women interested in the trades. At 23, she is a certified automotive service technician (AST) currently employed at Midas in Edmonton — a job she says offers a lot of variety, good pay and room

for advancement. Deanna was a guest speaker at the recent Skills Canada Alberta's Young Women Exploring the Trades and Technologies Conference in Edmonton and enjoyed sharing her experiences with other young women considering careers in the trades.

"I wanted to participate in the conference because if I had gone to an event like this when I was starting out and was able to talk to women already working in the trades, I probably would have felt more comfortable becoming an AST," she said. "I hope to help other young women calm their nerves and make a decision about the trades."

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## Are You Eligible for a Scholarship?

Alberta Apprenticeship and Industry Training's Family of Scholarships provide 165 annual awards of \$1,000 each. The scholarships are designed to recognize the excellence of Alberta apprentices and trainees, and to encourage recipients to complete their apprenticeship or occupational training programs. Recipients are selected based on their marks, employer recommendation and in some cases financial need. A number of scholarships are designated for specific trades or occupations, for women, and for those who are of Aboriginal ancestry.

For more information or to receive an application form, contact your local apprenticeship and industry training office, or Alberta Scholarship Programs. You can also visit [www.tradesecrets.org](http://www.tradesecrets.org) to download the form. The deadline for submissions is July 31, 2005.



## RAP Scholarship Recipients Share Advice

The Registered Apprenticeship Program (RAP) allows high school students, as early as Grade 10, to earn on-the-job training hours in their chosen apprenticeship program as well as credits toward high school graduation. Students also earn an income of at least minimum wage while they are working. Each year, the Alberta Apprenticeship and Industry Training Board and industry supporters provide 50 scholarships (\$500 in 2005) of \$1,000 each to help RAP students continue their apprenticeship training after completing high school. The scholarships are awarded based on employer recommendations, comments from students indicating their interest in a career in the trades, and teacher or counsellor letters of recommendation.

Crystal Weber, Suzanne Kroetsch and Cheryl Woycenko are three scholarship recipients who have this advice for other young women considering a career in the trades:



### Crystal Weber, 19

Trade: Third-year electrician apprentice

Employer: Tarpon Energy in Valleyview, Alberta

Scholarship: 2003 Syncrude Canada Ltd. RAP Scholarship

Likes most about her trade: The variety of work and the flexible work schedule.

Biggest challenge faced so far: Finding an employer.

**Best advice received: Be yourself. Don't let anyone intimidate you. And work hard.**

Message to other women considering entering the trades: Don't give up if you're having trouble finding an employer to train you. Make connections with people, talk to friends, but most importantly, stick with it. It was definitely worth it for me.

Plans for the future: Get my journeyman certificate and start looking into management opportunities to pursue.



### Suzanne Kroetsch, 20

Trade: Third-year welder apprentice

Employer: Tornado Technologies in Stettler, Alberta

Scholarship: 2003 Ironworkers Local 720 and Local 725 RAP Scholarship

Likes most about her trade: The work is challenging and I am continually learning how to improve my skills.

Biggest challenge faced so far: Proving that I can do the job. I've heard some negative comments along the way but they just make me want to pursue my goals even more.

**Best advice received: The best advice I have received so far was from my parents. They told me to go for it and to do the best I can.**

Message to other women considering entering the trades:

Put your heart and soul into whatever you want to do. If you work hard and are dedicated, people will respect that.

Plans for the future: Become a certified welder, get my "B" pressure and TIG certificates, and then go overseas and weld for a year or two. I'd also like to get my electrician certificate.



### Cheryl Woycenko, 18

Trade: Journeyman hairstylist

Employer: Techniques Hair Design in Bonnyville, Alberta

Scholarship: 2004 Alberta Apprenticeship and Industry Training Board RAP Scholarship

Likes most about her trade: The interaction with people, the variety of the work, and the many learning opportunities available.

Biggest challenge faced so far: Getting comfortable working on client's hair. It can be a bit intimidating at first. Good communication skills are essential.

**Best advice received: Never give up. There may be days when you feel you can't do something, but keep going.**

Message to other women considering entering the trades: Apprenticeship training is a better way to learn because you're not just reading from books, you're getting hands-on work experience.

Plans for the future: Continuing to work at the salon in Bonnyville, then look into the Blue Seal. I'd like to own my own salon one day and I think the management training and the Blue Seal program would be very valuable.

To find out how you can become a RAP apprentice or to apply for a RAP scholarship, contact your local apprenticeship and industry training office or visit [www.tradesecrets.org](http://www.tradesecrets.org) to download the application form. The deadline for scholarship submissions is **June 30, 2005**.

Helping Women Build Careers ... continued from page 1

### Have you heard about Fixit Chicks?

In December 2004, Women Building Futures launched Fixit Chicks, a non-profit company that offers training to help women tackle their home renovation, car maintenance and building projects themselves. The workshops, held in the Edmonton area, cover everything from home improvement projects and car repair to decorative welding and furniture design.

Costs of the workshops range from \$50 for a single two-hour session to \$180 for an 8-hour workshop. All profits are used to purchase tools and materials for Women Building Futures programs.

For more information about Fixit Chicks or to register for one of the workshops, call (780) 452-1200 or visit [www.fixitchicks.ca](http://www.fixitchicks.ca).

Women Building Futures also provides a mentoring program that matches graduates with seasoned tradeswomen who can help prepare them for what it will be like on a job site, and a Tradeswomen as Teachers program designed for women interested in delivering the organization's programs and workshops in Edmonton and other communities. "By sharing their wisdom and success strategies, our students learn from experienced tradeswomen what to expect and how to deal with some of the challenges ahead in a constructive and positive way," said JudyLynn.

Access to a Job Board is available for graduates and employers. Employers benefit by being able to list job openings and post a company profile to help recruit qualified workers.

JudyLynn is pleased with the progress the organization has made so far, but she says more work is needed. "We're doing our best to increase the number of women in the trades, but we have a long way to go when you consider that women represent less than three per cent of the apprentices in non-traditional trades in Alberta," she said.

To help encourage more employers to hire and retain women, the organization is currently developing a workshop on recruitment and retention strategies for contractors. "Construction workplaces can create challenges for new entrants and employers as they try to open their doors to women," said JudyLynn. "The workshop would talk about the challenges and how they can be addressed, and how employers can ensure a good return on their recruitment-training investment."

For more information about Women Building Futures, call (780) 452-1200 or visit [www.womenbuildingfutures.com](http://www.womenbuildingfutures.com).

## Carpenter balances career and family life

### Talking with ... Leslie J. McCreath-Hunneman, certified carpenter and mother of five

After raising five children, including triplets, Leslie J. McCreath-Hunneman was confident she could handle the challenges of working in a traditionally-male trade. But what about juggling her career and her family? Would she be able to manage both? "It certainly wasn't easy, but it has been an incredible learning experience and I wouldn't change it," she said.

Leslie began her carpenter apprenticeship training when she was 41 years old. "One of the hardest things I've ever done was walk in that first day," she said. "But I wanted to be taken seriously so I stuck with it." Leslie completed her 4th period technical training in December of 2002, and finished at the top of her class. She obtained her journeyman certificate with Interprovincial Red Seal and is currently employed by Jasper Labour Services Ltd., where she is working on the Graham Industrial overpass-widening on Calgary Trail and the Anthony Henday Drive Interchange in Edmonton.

Her advice for women considering the trades is this: "First, do what you love because the money won't keep you there when the going gets tough. Second, don't try to be one of the guys. You won't get the same respect. And third, don't be a raging feminist. Nothing irritates me more than a woman who thinks she's going to show them how it's done. I've always found that if you are good at what you do, that speaks for itself. If you don't expect any special treatment, the men will treat you with respect. It won't just be given though ... you have to earn it," she said.

Leslie enjoys sharing this advice and stories of her experiences with other women. She is involved with Women Building Futures, an organization that helps women get their start in the trades, and will again be a mentor at the upcoming Skills Canada Alberta's Young Women Exploring the Trades and Technologies Conference. "I enjoy being a role model for women to show that anything is possible with hard work and determination," she said.

continued on page 4



## Entrepreneur and past Board Member shares highlights of her career in the trades

Talking with ... Marsha Cowley, certified journeyman hairstylist

For hairstylist Marsha Cowley, a successful career means finding a job you love to do. Her 30-year career includes owning a salon in Ontario before moving to Alberta and working 20 years for Mark Buhler at Headquarters Salon and Day Spa. Today, she is the owner of Visual Difference Salon in Sherwood Park. "I've always enjoyed working with my hands and styling people's hair so it seemed like a natural road for me to take," she said.

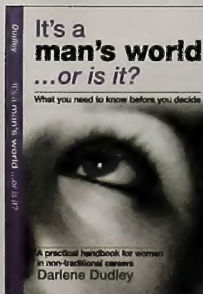
In addition to working full-time in her trade, for the past 17 years Marsha has been an active member of the apprenticeship and industry training system. She was presiding officer for both the local and provincial apprenticeship committees for the hairstylist trade, and was a member of the Alberta Apprenticeship and Industry Training Board for six years. "Participating in the Industry Network is important because it allows you to have input into the training in your trade," she said. "It also gave me the opportunity to work with other successful tradespeople who are very committed to the Alberta system."

Through her role on the Board, Marsha was actively involved in developing the Interprovincial Standards (Red Seal) program standards for the hairstylist trade and helped develop the Achievement in Business Competencies (Blue Seal) endorsement, which recognizes business training and experience of certified individuals in the trades and designated occupations. She encourages other individuals interested in owning a business to consider the Blue Seal. "Education is a key ingredient for success in business," she said. She also believes that entrepreneurs need tenacity, desire, energy, good business and advertising skills, and the ability to surround themselves with professional people.

With such a successful career in the trades, it's easy to see why Marsha was supportive when her son Aaron expressed interest in becoming a cook. "My son is very creative in his trade and gets the same satisfaction from his work that I do. I'm sure any tradesperson passionate about his or her trade has that feeling," said Marsha.

To find out about the Achievement in Business Competencies (Blue Seal) program, contact your local apprenticeship and industry training office or visit [www.tradesecrets.org](http://www.tradesecrets.org).

## A Practical Handbook for Women in Non-Traditional Trades



Cover of Darlene Dudley's book, *It's a man's world or is it? What you need to know before you decide*

When Darlene Dudley would talk about her experiences working in a traditionally-male trade, people would often tell her she should write a book. So she did.

Darlene's book, *It's a man's world ... or is it?* What you need to know before you decide, explores the issues that men and women face when they work together. "It's the book I wish I would have had when I was first starting out because it would have been comforting and helpful to read about someone else's experiences," said Darlene, who was certified as an instrumentation technician in 2001.

A strong promoter of the trades for women, Darlene encourages women to explore the opportunities that are available, especially those in traditionally-male trades like hers. "Once you are certified, there is plenty of room for advancement and that path is usually clearly laid out," she explained. "I encourage other women to pursue the trades because I've never felt held back or limited in the way that I often did when I worked in traditionally-female jobs."

Her goal for the book is to help make working together less confusing and less tense for both sexes. "I chose to interview men and women so both could benefit from a look into how the other half thinks," she said. "I love the thought of women having an easier, smoother transition from their previous workplace culture to one in a traditionally-male workplace by reading this book. If that happens, I will have achieved my goal."

Penny Whitman, a certified electrician, recently read the book and was impressed. "This is a great book for anyone considering the trades or who is already an apprentice or journeyman," she said. "I would recommend it to both men and women because it has real-life scenarios that give a clear picture of what it's like in the workplace, and it's a quick and easy read with lots of good advice."

Darlene lives in Fort McMurray with her husband and two sons. She continues to put her trades experience to work as an author, speaker and consultant, and also offers one-on-one coaching to women in traditionally-male careers. To find out more about her book or to order a copy, visit [www.darlenedudley.com](http://www.darlenedudley.com). The book is also available at Cole's bookstore in Fort McMurray, through [www.amazon.com](http://www.amazon.com), or you can request it at your local bookstore.

## Automotive Service Technician Speaks at conference for young women

Automotive Service Technician ... continued from page 2

The Young Women Exploring the Trades and Technologies Conference was held in conjunction with the Skills Canada national and provincial Olympic-style competitions, both held in Edmonton this year. "We're very pleased with the number of people who attended our events, including the Young Women's Conference," said Brian Pardell, executive director for Skills

Canada Alberta. "Women are a critical resource for our apprenticeship system and we look forward to continuing to do our part to help increase the number of women entering the trades."

That's not to say that choosing a career in the trades will be easy, though. Women should be prepared for challenges along the way, explains Deanna. "I've met some closed-minded individuals, but I simply ignore them. I encourage women to follow what they believe and associate themselves with people who are encouraging and willing to help." For Deanna, this includes a very supportive employer. "We've had some people come into our shop and say they don't want a woman working on their car," said Deanna. "My boss is very supportive and explains that I am a qualified technician and will do a very good job."

### Want to help encourage more women to pursue the trades?

There are many opportunities for women who would like to share their experiences with women considering entering the trades. Skills Canada Alberta and Women Building Futures are two examples of organizations that are looking for mentors and guest speakers for their events. Contact Skills Canada Alberta at (780) 493-2630 and Women Building Futures at (780) 452-1200 for more information.

Deanna's plans for the future are to continue working as an AST, with hopes of one day owning her own business. She also wants to look for more opportunities to share her experiences with other women. "One of the best pieces of advice I can offer women is to not be afraid to ask for help. There are many women in the trades who are willing to give you advice," she said.



Carpenter balances career and family life ... continued from page 3

Leslie is currently attending NAIT's Business Management Certificate Program, and intends to earn her Achievement in Business Competencies (Blue Seal) certificate. She is also in the process of obtaining her Construction Safety Officer designation through the Alberta Construction Safety Association. She is planning to get involved with her local apprenticeship committee as well.

"I feel it's important to be seen as a woman who has accomplished something that other women may see as unattainable," she said.

Leslie has also encouraged her children to consider the trades. Her eldest daughter is currently in the second year of her carpenter apprenticeship training, and her eldest son is working at Freightliner and is a registered, 1st year heavy equipment technician apprentice.

As for the triplets, they are now in high school, and Leslie wouldn't be surprised if they chose to pursue the trades as well. "The trades have provided me with a very rewarding career and I certainly support my children in their decision to go into the trades, as an honourable career choice" she said.





## Meet Your Board Members

### Spotlight on Don Bunch and Hal Williams

The Alberta Apprenticeship and Industry Training Board promotes quality and excellence in Alberta's workforce by encouraging the continued growth of designated trades and occupations based on industry standards.

In this issue, we introduce you to Don Bunch and Hal Williams.

Don is a certified welder from Rocky Mountain House who has been appointed to represent employers in designated trades. In 1980, he and his wife started Bunch Welding Limited with a single portable welder. Their company, which also includes Bunch Projects, now employs more than 250 staff. Don is eager to give back to the apprenticeship system through his new role on the Board. "Our business success was attainable



Don Bunch



Hal Williams

because of the Alberta apprenticeship and industry training program so I am very thankful to have this opportunity. I have also been fortunate to have served on the local and provincial apprenticeship committees for the welder trade," he said.

Hal, the vice-president and regional manager of Lockerbie & Hole Industrial Inc., will also represent employers in designated trades. He has a degree in mechanical engineering and resides in Edmonton. "While on the Board, I hope to assist in raising the profile of the apprenticeship program and the trades and encourage a more inclusive workforce that includes a higher percentage of women and Aboriginal people in the trades," he said.

Both Don and Hal feel honoured to have been appointed to serve on the Board and look forward to contributing to the future success of Alberta's apprenticeship system. "Our apprentices receive the best training in the world but with such rapidly changing industries, our training must be constantly updated to remain current. I look forward to doing my part to help see this happen," said Hal.

# News from the trades

...and designated occupations

The Alberta Apprenticeship and Industry Training Board (the Board), through Provincial Apprenticeship Committees (PACs) and Occupational Committees, sets the training and certification standards in designated trades and occupations. Technical training in the apprenticeship program is based on course outlines developed by members of the PACs. The course outlines are revised regularly to keep in step with today's workplace needs. One or more of Alberta's technical institutes and community colleges provide technical training in most trades.

Each trade and occupation listed below has information that may be of interest to you or someone you know. If your trade or occupation is missing, stay tuned for future issues of Update. We'll report what's current as the industry advisory committees provide their news.

### More Info:

Do you have questions about apprenticeship or any of the trades and designated occupations?

Call 310-0000 toll-free anywhere in Alberta and enter the local number of the apprenticeship and industry training office you would like to reach.

### There are apprenticeship and industry training offices in the following locations:

<b>Presiding Officers for trades and designated occupations are identified as PO in the listings below.</b>  <b>The contact number for all PAC and Occupational Committee Secretaries is (780) 427-4601</b>	<b>Bonnyville</b> New Park Place, Box 8115 5201 - 44 Street Bonnyville, AB T9N 2J4 Tel: (780) 826-4175 Fax: (780) 826-1904	<b>Edmonton</b> 7th Floor, South Tower Seventh Street Plaza 10030 - 107 Street Edmonton, AB T5J 4X7 Tel: (780) 427-8517 Fax: (780) 422-3734	<b>Grande Prairie</b> Suite 100, Towne Centre Mall 9845 - 99 Avenue Grande Prairie, AB T8V 0R3 Tel: (780) 538-5240 Fax: (780) 538-5237	<b>Lethbridge</b> Room 280, Provincial Building 200 - 5th Avenue South Lethbridge, AB T1J 4C7 Tel: (403) 381-5380 Fax: (403) 381-5795	<b>Peace River</b> 9715 - 100 Street Peace River, AB T8S 1T4 Tel: (780) 624-6529 Fax: (780) 624-6476	<b>Slave Lake</b> Box 787 Lakeland Centre 101 Main Street SE Slave Lake, AB T0G 2A0 Tel: (780) 849-7228 Fax: (780) 849-7356
	<b>Calgary</b> 3rd floor, Willow Park Centre 1032 Bonaventure Drive S.E. Calgary, AB T2J 7E4 Tel: (403) 297-6457 Fax: (403) 297-4492	<b>Fort McMurray</b> 7th Floor, Provincial Building 9915 Franklin Avenue Fort McMurray, AB T9H 2K4 Tel: (780) 743-7150 Fax: (780) 743-7492	<b>Hinton</b> 568 Carmichael Lane Hinton, AB T7V 1S8 Tel: (780) 865-8293 Fax: (780) 865-8269	<b>Medicine Hat</b> 104 Provincial Building 346 - 3rd Street SE Medicine Hat, AB T1A 0G7 Tel: (403) 529-3580 Fax: (403) 529-3564	<b>Red Deer</b> 3rd Floor, First Red Deer Place 4911 - 51 Street Red Deer, AB T4N 6V4 Tel: (403) 340-5151 Fax: (403) 340-5153	<b>Vermilion</b> Box 26, Provincial Building 4701 - 52 Street Vermilion, AB T9X 1J9 Tel: (780) 853-8150 Fax: (780) 853-8203

### Agricultural Equipment Technician

PO Shawn Zorn  
PAC Sec Ed Braun

Individual Learning Modules for this trade will be complete by June 2005. Individual Learning Modules are self-contained learning materials specifically written for apprenticeship courses. Each module covers approximately four to eight hours of instruction and addresses one learning outcome in the course outline for the trade. For information contact the secretary.

### Focus On ... Automotive Service Technician

PO Paul Hrynew  
PAC Sec John Brosda

The Automotive Service Technician (AST) trade continues to be one of the most popular trades in Alberta. Like many trades, this continued growth has resulted in a number of updates to improve the technical training program for apprentices.

A new course outline based on industry's requirements was fully implemented in September 2004. The course outline contains expanded diagnostic sections (scan tools, electronic testing equipment and electrical system diagnosis) and new technology sections (electronic transfer cases and systems, and AWD transfer cases).

Job opportunities in the AST trade are expected to remain very good. Currently in Alberta there are approximately 3,000 AST apprentices. This is impressive, especially when compared to ten years ago when there were only 2,000 AST apprentices. Of this total, about one-third of the apprentices work in independent repair shops, one-third in dealerships, and the remaining third in repair franchises, chain stores with repair facilities, and fleet operations. In 2004, 316 apprentices became certified ASTs. There were also more than 150 AST apprentices in the Registered Apprenticeship Program (RAP). For more information about the AST trade, contact your local apprenticeship and industry training office or visit [www.tradesecrets.org](http://www.tradesecrets.org).

### Bricklayer

PO Malcolm Holbrook  
PAC Sec Ed Braun

The number of apprentices attending technical training has increased. The provincial apprenticeship committee has endorsed manufactured stone as part of the trade and has requested its inclusion in the trade regulations. For information contact the secretary.

### Floorcovering Installer

PO Jo-Anne Teed  
PAC Sec Darrell Mottershead

Technical training for first and second periods will be offered through NAIT in 2005 - 06. First period training will be

available in October 2005. Apprentices should consult with their employer and register for technical training.

Technical training has just been completed for first year apprentices in April 2005. This was the result of the steady effort of provincial apprenticeship committee (PAC) members in securing apprentices to take the training. The PAC endeavors to increase industry support for their trade. An industry forum is being planned this fall, bringing together manufacturers, wholesalers, retailers and installers to provide input and assistance to the PAC in building industry support for the trade of floorcovering installer. For information contact the secretary.

### Machinist

PO Graham Peterson  
PAC Sec A. J. (Tony) Lovell

The provincial apprenticeship committee (PAC) for the machinist trade extends thanks to Shawn Deugo, the past presiding officer and employee member of the committee for his relentless dedication to make the trade attractive and meaningful for apprentices and employers. Shawn served six years as an employee representative and six years as the presiding officer. If you are interested in the decision making process, helping Alberta workers gain certification, mobility and flexibility through apprenticeship training and lending your expertise to your

trade, you can apply to become a member of the PAC. For information, contact your local apprenticeship and industry training office

### Millwright

PO Grant Becker  
PAC Sec A. J. (Tony) Lovell

PAC members are required. If you are interested in the decision making process, helping Alberta workers gain certification, mobility and flexibility through apprenticeship training and lending your expertise to your trade, you can apply to become a member of the provincial apprenticeship committee. For information, contact your local apprenticeship and industry training office.

### Plumber

PO Ralph Austerman  
PAC Sec John Lampey

For September 2006 Individual Learning Modules (ILMs) will be available for all four periods of Plumber technical training. ILMs are self-contained learning materials specifically written for apprenticeship courses. Each module covers approximately four to eight hours of instruction and addresses one learning outcome in the course outline for the trade.

### Power Lineman

PO Terry Schank  
PAC Sec Larry Zeisman

The Power Lineman Provincial Apprenticeship Commit-

tee (PAC) recently approved a number of changes to update the technical training for their trade. The changes include:

- references to the new codebook for the trade's *Alberta Electrical and Communication Utility Code* and the new *Occupational Health and Safety Code*.
- minor revisions to reflect changes in new technology.
- the elimination of post-graduation training to operate radial boom trucks. Instead, sufficient crane training was added to first period training.
- the addition of learning outcomes for all subject materials.
- the adjustment of hours throughout the three periods of training to accommodate the above changes.

For more information about these changes, contact your local apprenticeship and industry training office.

### Roofer

PO Robert James  
PAC Sec Ed Braun

The schedule for the 2005 - 06 school term has been set. In response to industry needs, three classes of roofer technical training will be offered in Calgary and four classes will be offered in Edmonton. For more information, contact your local apprenticeship and industry training office.

### Steamfitter-Pipefitter

PO Gerald Tress  
PAC Sec John Lampey

This program continues to change. Significant changes centre on the scope of work created by the declining use of gasfitting in the trade. Gasfitting was replaced by welding which is being phased in over four years.

The new first period technical training was introduced in September 2003. Similar steamfitting content is offered, but welding has replaced the gasfitting component. The new second period of technical training was introduced in September 2004; the new third period will be introduced September 2005; and the new fourth period in September 2006.

Steamfitter-pipefitter apprentices already registered in the "old" program must register with the institution of their choice and complete each period of technical training. Those who have finished the "old" third period of technical training prior to July 2005 should register for their fourth period training offered in September 2005 - June 2006 in order to receive training that leads to dual certification as a steamfitter-pipefitter and gasfitter 2nd Class. For information about these changes, contact your local apprenticeship and industry training office.

### Tool and Die Maker

PO Peter Herrmann  
PAC Sec A. J. (Tony) Lovell

In order for the trade to flourish and grow industry needs

to support the apprenticeship program by registering apprentices. If you are interested in the decision making process, helping Alberta workers gain certification, mobility and flexibility through apprenticeship training and lending your expertise to your trade, you can apply to become a member of the provincial apprenticeship committee. Please contact the PAC secretary, or your local apprenticeship and industry training office or visit [www.tradesecrets.org](http://www.tradesecrets.org).

### Water Well Driller

PO Brad Meyers  
PAC Secretary John Brosda

The new course outline was developed to meet the training requirements of the water well drilling industry and was a culmination of work between the WWD industry, the training provider (Red Deer College) and the PAC.

This new course outline was fully implemented in September 2004. Well drilling systems was consolidated into first period and both ground water geology and well pumping systems into second period. As well, the PAC has also completed the review and revision of exam banks and provincial exams to align with the course outline. For more details on the course outline visit [www.tradesecrets.org](http://www.tradesecrets.org)



## Reminder to apprentices and employers about technical training

Register now for 2005 - 06

Taking technical training each year is a necessary step for apprentices on the path to journeyman certification. With this training, apprentices increase their knowledge, skills and earning potential, and employers have access to more well-rounded apprentices. School packages about technical training are mailed to apprentices and employers each year in May. Apprentices are encouraged to talk to their employers about an appropriate date and location to go to school, and must register for technical training classes. If you have not already done so, contact your technical institute or college to enrol in technical training for 2005 - 06.

## Apply for EI benefits online

Apprentices! You can now apply for Employment Insurance (EI) benefits online through the Human Resources and Skills Development Canada (HRSDC) website. EI benefits are available to apprentices while attending technical training if they have worked sufficient hours to make an EI claim.

Check your mailbox for a letter from HRSDC with a reference code to access the apprenticeship application form. Log on and use this code as soon as you have stopped working and before the start date of your training to ensure quick receipt of your benefits. Applying online is fast, easy and secure. Visit <http://www.canada.gc.ca> (click on On-line Forms and Services, then Employment Insurance Online Services, then use the box at the right hand side of the screen to apply online) or call 1-800-206-7218 for more information.



## Congratulations to first graduate of the Alberta Aboriginal Apprenticeship Project

Danielle Majeau of Edmonton recently became the first graduate of the Alberta Aboriginal Apprenticeship Project (AAP). She received her journeyman cook certificate on March 18.

"Congratulations to Danielle for her hard work and commitment to her trade," said Brian Bickley, Chair of the Alberta Apprenticeship and Industry Training Board. "She is a role model for others and we wish her much success in the future."

Since completing her apprenticeship program, Danielle has been offered several job opportunities in Alberta and abroad. She is currently working for PSI International and will travel to Kabul, Afghanistan, to work as a cook in Camp Julian for six months. She's also considering registering as a baker apprentice now that she has seen firsthand the opportunities a journeyman certificate provides.

Danielle's advice for anyone interested in pursuing the trades is to stick with it. "Study hard, put in the effort and stay focused. In the end, your efforts will be rewarded," she said.

The AAP was created in 2001 to assist qualified Aboriginal Albertans to enter and complete apprenticeship programs. To date, more than 100 apprentices have been registered. The project began in Edmonton, Fort McMurray and High Level, and has recently expanded to include Calgary and Lethbridge. Funding is provided by industry, government, Aboriginal organizations and other supporters. For more information, contact your local apprenticeship and industry training office or visit [www.tradesecrets.org](http://www.tradesecrets.org).

Congratulations

## Got a story idea?

Do you know an apprentice or journeyperson with an interesting story to tell? How about an employer who is a strong promoter of our apprenticeship system? Send your story ideas to: [aitinfo@gov.ab.ca](mailto:aitinfo@gov.ab.ca), Attention editor, *Apprenticeship Update*.



## RAP apprentice helps bake cake for the Queen

Spotlight on ...

Jake Pelletier, RAP apprentice

Baking for Her Majesty Queen Elizabeth II may not be a piece of cake but it was a great honour for RAP apprentice Jake Pelletier. He and a team of two pastry chefs from the Westin Hotel in Edmonton won the right to create a special cake for the Queen during her visit to Edmonton in May in honour of Alberta's centennial year. "Having this opportunity has been very exciting, especially so early in my career," said Jake, 18, who will graduate from St. Joseph High School in June.

The cake-making competition was open to hotels and restaurants that wanted to design and bake a cake fit for the Queen. The Westin team entered with a 13-layer mousse cake. "Each layer has a different flavour. There's raspberry and pear and so many others that it's hard to remember them all," explained Jake.

Antonio Botelho, the Westin's executive chef, was confident Jake would do a great job at helping to make the cake. "We're always very happy with Jake's work. He's very focused and has great vision so we knew he would be an asset to the team," he said.

As an apprentice in the Registered Apprenticeship Program (RAP), Jake currently balances his high school classes with his job at the Westin Hotel. He plans to attend technical training at NAIT in the fall and says the work experience he has gained through the RAP program will be a great help. "I'll be in the second year of my apprenticeship training thanks to the program," said Jake. "It's great to get a head start on my career and I encourage other students to look into it."

Antonio, who currently supervises five apprentices at the Westin, sees many benefits in hiring and training apprentices, including those in the RAP program like Jake. "We hire apprentices to give back to industry, but we get a lot out of it too. They're the ones who will be taking our places in the future so it's important to train these young people, and it's always great to work with people who are willing to learn," he said.

In addition to continuing to work at the Westin, Jake is also looking forward to travelling the world and learning different cooking techniques. "I've heard about some cooking competitions so I plan on looking into those. They would be a good opportunity to travel and learn," he said.

For more information about the RAP program, contact your local apprenticeship and industry training office or visit [www.tradesecrets.org](http://www.tradesecrets.org).

*Apprenticeship Update* is distributed by the Alberta Apprenticeship and Industry Training Board in response to requests by many for more information about Alberta's apprenticeship program. Circulation is more than 80,000. Let us know what you think.

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